

February 28, 2017

Vineeta Singh, MD, Chair
Committee on Committees
UCSF Academic Senate
500 Parnassus Avenue, MUE 231
San Francisco, CA 94143

Re: Review and Approval of Proposed Bylaw Revisions to Privilege & Tenure Committee

Dear Chair Greenblatt:

Pursuant to Division Bylaw 120(B)(5), the Rules & Jurisdiction Committee (RJC) reviewed the proposed bylaw revisions to Divisional Bylaw 141.A. Membership of the Privilege & Tenure Committee. It agreed with the justification provided jointly by the Committee on Committees and the Privilege & Tenure Committee (P&T) for revising DB 141.A.

Proposed revisions to the bylaws read as follows:

Existing Bylaw

141. Committee on Privilege and Tenure

- A. Membership: This Committee shall consist of nine members. A quorum shall always include either the Chair or Vice Chair. [Am 10 Feb 98]
- B. Duties: To take cognizance of all matters affecting privilege or tenure of all members of the Academic Senate or officers of instruction in the San Francisco Division, and shall conduct hearings in individual cases. In all instances it must accord the person whose case is being considered an opportunity to be heard in his or her own behalf before a decision is rendered. The principles and detailed procedures governing the conduct of the Committee are set forth in Academic Senate Bylaw 334-337. [Am 10 Feb 98]
- C. In accordance with Academic Senate Bylaw 335(B)(1), the San Francisco Division shall appoint an individual or panel (preferably former members of the Privilege and Tenure Committee, but not current members) who shall be available to each grievant to discuss the claim of violation of rights and privileges and to provide advice on the appropriate procedure to be followed. Such individuals or panel members shall not serve as representatives of any grievant, and they shall maintain full confidentiality to the extent allowable by law. An aggrieved Senate member may consult with the individuals appointed under this provision or under Academic Senate Bylaw 335(B)(1) with the understanding that the grievance will not be disclosed and that the consultation shall not constitute notice of the grievance to the campus or University administration.

Proposed Bylaw

141. Committee on Privilege and Tenure

- A. Membership: This Committee shall consist of nine members. A quorum shall always include either the Chair or Vice Chair. **The Chair shall serve for a term of two years. The Vice Chair shall have a one-year term.** [Am 10 Feb 98, **11 May 17**]

- B. Duties: To take cognizance of all matters affecting privilege or tenure of all members of the Academic Senate or officers of instruction in the San Francisco Division, and shall conduct hearings in individual cases. In all instances it must accord the person whose case is being considered an opportunity to be heard in his or her own behalf before a decision is rendered. The principles and detailed procedures governing the conduct of the Committee are set forth in Academic Senate Bylaw 334-337. [Am 10 Feb 98]
- C. In accordance with Academic Senate Bylaw 335(B)(1), the San Francisco Division shall appoint an individual or panel (preferably former members of the Privilege and Tenure Committee, but not current members) who shall be available to each grievant to discuss the claim of violation of rights and privileges and to provide advice on the appropriate procedure to be followed. Such individuals or panel members shall not serve as representatives of any grievant, and they shall maintain full confidentiality to the extent allowable by law. An aggrieved Senate member may consult with the individuals appointed under this provision or under Academic Senate Bylaw 335(B)(1) with the understanding that the grievance will not be disclosed and that the consultation shall not constitute notice of the grievance to the campus or University administration.

CoC & P&T Justification

CoC proposes to change the Chair's term from one to two years in duration. This is justified by 1) the importance of and sensitivity in the role that P&T plays in adjudicating faculty grievances and early termination cases; and 2) the large number of cases and hearings that P&T reviews on a yearly basis. For these reasons, there is a need to have a certain degree of continuity in this committee's leadership. Extending the Vice Chair's term to two years is not feasible given the extraordinary commitment that would be required for a faculty member to serve on P&T as member, vice chair, and then chair (five years). It is anticipated that many chairs would serve one year as a vice chair before becoming chair.

RJC Conclusion

Upon review of the above, RJC approves of these revisions. It requests the Executive Council review the proposed revisions at its next available meeting.

Sincerely,

Committee on Rules & Jurisdiction

Marek Brzezinski, MD, PhD, Chair
Linda Angin, DDS
Dorothy Apollonio, PhD
Michele Bloomer, MD
Sheila Brear, BDS

Mark Seielstad, PhD
Katherine Yang, PharmD, MPH
Douglas Carlson, JD, Registrar, *ex officio*
Jae-Woo Lee, MD, Parliamentarian and UCRJ
Representative, *ex officio*

Cc: Susan Wall, MD, Chair, P&T Committee
Kenneth Laslavic, JD, Senior Analyst, UCSF Academic Senate